

# Employee Post-Travel Disclosure of Travel Expenses

Date/Time Stamp:

RECEIVED  
SECRETARY OF THE SENATE  
PUBLIC RECORDS

2019 MAR -4 AM 10: 27

**Post-Travel Filing Instructions:** Complete this form within **30 days** of returning from travel. Submit all forms to the **Office of Public Records in 232 Hart Building**.

In compliance with Rule 35.2(a) and (c), I make the following disclosures with respect to travel expenses that have been or will be reimbursed/paid for me. I also certify that I have attached:

☒ The **original** *Employee Pre-Travel Authorization* (Form RE-1), **AND**

☒ A **copy** of the *Private Sponsor Travel Certification Form* with all attachments (itinerary, invitee list, etc.)

Private Sponsor(s) (list all): Jobs for the Future (JFF), Lumina Foundation, and The Joyce Foundation

Travel date(s): February 21, 2019 - February 22, 2019

Name of accompanying family member (if any): \_\_\_\_\_

Relationship to Traveler: ☐ Spouse ☐ Child

IF THE COST OF LODGING **DID NOT INCREASE** DUE TO THE ACCOMPANYING SPOUSE OR DEPENDENT CHILD, ONLY INCLUDE LODGING COSTS IN EMPLOYEE EXPENSES. (Attach additional pages if necessary.)

## Expenses for Employee:

	Transportation Expenses	Lodging Expenses	Meal Expenses	Other Expenses (Amount & Description)
<input checked="" type="checkbox"/> Good Faith Estimate <input type="checkbox"/> Actual Amount	\$425.00	\$121.00	\$122.00	NONE

## Expenses for Accompanying Spouse or Dependent Child (if applicable):

	Transportation Expenses	Lodging Expenses	Meal Expenses	Other Expenses (Amount & Description)
<input type="checkbox"/> Good Faith Estimate <input type="checkbox"/> Actual Amount				

Provide a description of all meetings and events attended. See Senate Rule 35.2(c)(6). (Attach additional pages if necessary.): During the trip to Memphis, meetings and events were focused around the city's efforts to revitalize its economy

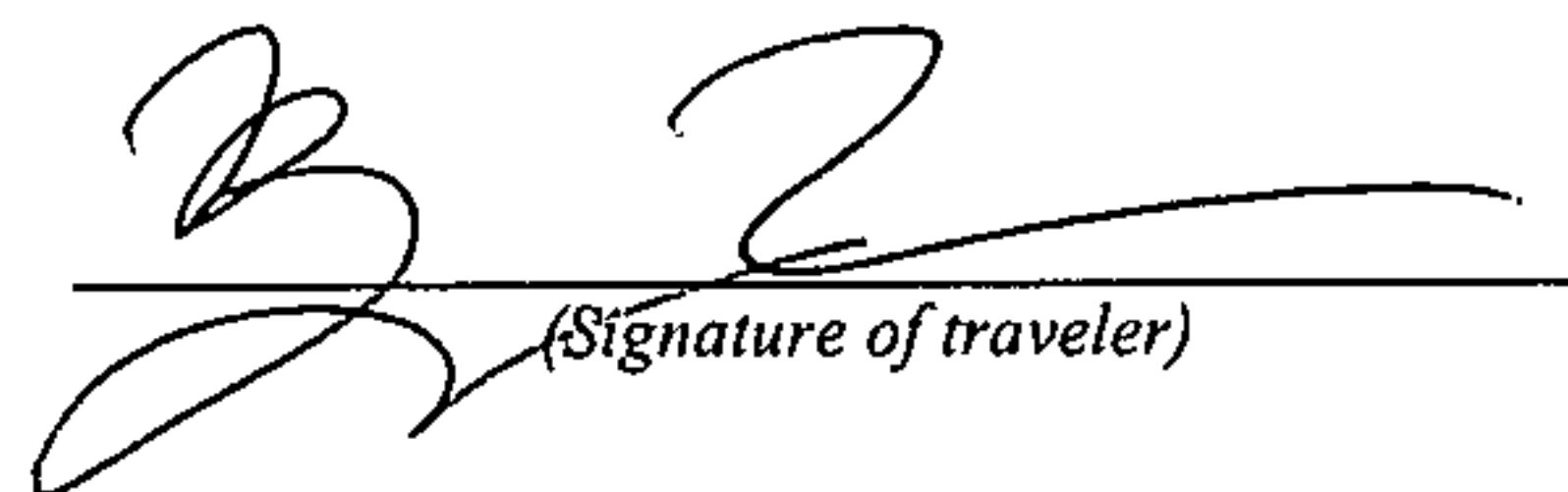
Specifically, how to get people living in Memphis on a Pathway to economic success. See attached agenda and pre-travel forms for more detail.

03/01/2019

(Date)

Brittany Weaver

(Printed name of traveler)



(Signature of traveler)

TO BE COMPLETED BY SUPERVISING MEMBER/OFFICER:

I have made a determination that the expenses set out above in connections with travel described in the *Employee Pre-Travel Authorization* form, are necessary transportation, lodging, and related expenses as defined in Rule 35.

03/01/2019

(Date)



(Signature of Supervising Senator/Officer)

Date/Time Stamp: \_\_\_\_\_

## EMPLOYEE PRE-TRAVEL AUTHORIZATION

**Pre-Travel Filing Instructions:** Complete and submit this form at least 30 days prior to the travel departure date to the Select Committee on Ethics in SH-220. Incomplete and late travel submissions will not be considered or approved. This form must be typed and is available as a fillable PDF on the Committee's website at [ethics.senate.gov](http://ethics.senate.gov). Retain a copy of your entire pre-travel submission for your required post-travel disclosure.

Name of Traveler: Brittany Weaver

Employing Office/Committee: Senator Maggie Hassan

Private Sponsor(s) (list all): Jobs for the Future (JFF), Lumina Foundation, The Joyce Foundation

Travel date(s): February 21-22, 2019

*Note: If you plan to extend the trip for any reason you must notify the Committee.*

Destination(s): Memphis, NH

Explain how this trip is specifically connected to the traveler's official or representational duties:

Brittany Weaver is Senator Hassan's advisor on education and workforce - a focus of Jobs for the Future. During this trip Brittany will be learning about the successes and challenges of education, workforce, and poverty programs in Memphis, TN. These are programs and issues that will likely be addressed during the Higher Education Reauthorization process, and Brittany will be able to use information gained through this trip during her work on this legislation and other legislative priorities that Senator Hassan has.

Name of accompanying family member (if any): \_\_\_\_\_

Relationship to Employee: ☐ Spouse ☐ Child

I certify that the information contained in this form is true, complete and correct to the best of my knowledge:

01/17/2019  
(Date)

  
(Signature of Employee)

TO BE COMPLETED BY SUPERVISING SENATOR/OFFICER (President of the Senate, Secretary of the Senate, Sergeant at Arms, Secretary for the Majority, Secretary for the Minority, and Chaplain):

☒ I, Senator Maggie Hassan hereby authorize Brittany Weaver  
(Print Senator's/Officer's Name) (Print Traveler's Name)

☒ an employee under my direct supervision, to accept payment or reimbursement for necessary transportation, lodging, and related expenses for travel to the event described above. I have determined that this travel is in connection with his or her duties as a Senate employee or an officeholder, and will not create the appearance that he or she is using public office for private gain.

☒ I have also determined that the attendance of the employee's spouse or child is appropriate to assist in the representation of the Senate. (signify "yes" by checking box) ☐

01/17/2019  
(Date)

  
(Signature of Supervising Senator/Officer)

## PRIVATE SPONSOR TRAVEL CERTIFICATION FORM

This form must be completed by any private entity offering to provide travel or reimbursement for travel to Senate Members, officers, or employees (Senate Rule 35, clause 2). Each sponsor of a fact-finding trip must sign the completed form. The trip sponsor(s) must provide a copy of the completed form to each invited Senate traveler, who will then forward it to the Ethics Committee with any other required materials. The trip sponsor(s) should **NOT** submit the form directly to the Ethics Committee. Please consult the accompanying instructions for more detailed definitions and other key information.

The Senate Member, officer, or employee **MUST** also provide a copy of this form, along with the appropriate travel authorization and reimbursement form, to the Office of Public Records (OPR), Room 232 of the Hart Building, within thirty (30) days after the travel is completed.

1. Sponsor(s) of the trip (please list all sponsors): Jobs for the Future (JFF), Lumina Foundation and The Joyce Foundation.
2. Description of the trip: The Congressional Staff Network Site Visit to Memphis, TN to examine high quality and innovative education, workforce and poverty alleviation programs. See attachments for detail.
3. Dates of travel: February 21, 2019 - February 22, 2019
4. Place of travel: Memphis, TN
5. Name and title of Senate invitees: See attachments for more detail.
6. I *certify* that the trip fits one of the following categories:  
☒ (A) The sponsor(s) are not registered lobbyists or agents of a foreign principal **and** do not retain or employ registered lobbyists or agents of a foreign principal **and** no lobbyist or agents of a foreign principal will accompany the Member, officer, or employee *at any point* throughout the trip.  
**OR**  
☐ (B) The sponsor or sponsors are not registered lobbyists or agents of a foreign principal, but retain or employ one or more registered lobbyists or agents of a foreign principal and the trip meets the requirements of Senate Rule 35.2(a)(2)(A)(i) or (ii) (*see question 9*).
7. ☒ I *certify* that the trip will not be financed in any part by a registered lobbyist or agent of a foreign principal.  
**AND**  
☒ I *certify* that the sponsor or sponsors will not accept funds or in-kind contributions earmarked directly or indirectly for the purpose of financing this specific trip from a registered lobbyist or agent of a foreign principal or from a private entity that retains or employs one or more registered lobbyists or agents of a foreign principal.
8. I *certify* that:  
☒ The trip will not in any part be planned, organized, requested, or arranged by a registered lobbyist or agent of a foreign principal except for *de minimis* lobbyist involvement.  
**AND**  
☒ The traveler will not be accompanied on the trip by a registered lobbyist or agent of a foreign principal except as provided for by Committee regulations relating to lobbyist accompaniment (*see question 9*).



9. **USE ONLY IF YOU CHECKED QUESTION 6(B)**

I *certify* that if the sponsor or sponsors retain or employ one or more registered lobbyists or agents of a foreign principal, one of the following scenarios applies:

- ☐ (A) The trip is for attendance or participation in a one-day event (exclusive of travel time and one overnight stay) and no registered lobbyists or agents of a foreign principal will accompany the Member, officer, or employee *on any segment* of the trip.

**OR**

- ☐ (B) The trip is for attendance or participation in a one-day event (exclusive of travel time and two overnight stays) and no registered lobbyists or agents of a foreign principal will accompany the Member, officer, or employee *on any segment* of the trip (*see questions 6 and 10*).

**OR**

- ☐ (C) The trip is being sponsored only by an organization or organizations designated under § 501(c)(3) of the Internal Revenue Code of 1986 and no registered lobbyists or agents of a foreign principal will accompany the Member, officer, or employee *at any point* throughout the trip.

10. **USE ONLY IF YOU CHECKED QUESTION 9(B)**

If the trip includes two overnight stays, please explain why the second night is practically required for Senate invitees to participate in the travel:

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11. ☒ An itinerary for the trip is attached to this form. I *certify* that the attached itinerary is a detailed (hour-by-hour), complete, and final itinerary for the trip.

12. Briefly describe the role of each sponsor in organizing and conducting the trip:

JFF, Lumina Foundation and The Joyce Foundation select sites and topics around which to base site visits based on the quality of programming and their relationship to education, workforce development and poverty alleviation policy. See attachments for more detail.

13. Briefly describe the stated mission of each sponsor and how the purpose of the trip relates to that mission:  
See attachments for each sponsor's mission and how the purpose of the trip relates to that mission.

14. Briefly describe each sponsor's prior history of sponsoring congressional trips:

JFF has previously planned similar trips for over 10 years. This year Lumina Foundation and The Joyce Foundation are playing a substantive role in the planning and development of the site visit.  
See attachments for more detail.

15. Briefly describe the educational activities performed by each sponsor (other than sponsoring congressional trips):

Each sponsor performs additional educational activities outside of sponsoring congressional trips. See attachments for more detail.

16. Total Expenses for Each Participant:

	Transportation Expenses	Lodging Expenses	Meal Expenses	Other Expenses
<input checked="" type="checkbox"/> Good Faith estimate	\$425.00 (see attachments for more detail)	\$121.00 (see attachments for more detail)	\$122.00 (see attachments for more details)	NONE
<input type="checkbox"/> Actual Amounts				

17. State whether a) the trip involves an event that is arranged or organized *without regard* to congressional participation or b) the trip involves an event that is arranged or organized *specifically with regard* to congressional participation:

b) The trip involves events that are arranged or organized specifically with regard to Congressional participation.

18. Reason for selecting the location of the event or trip

JFF, Lumina Foundation and The Joyce Foundation selected Memphis, TN due to the city's innovative strategies in addressing education, workforce development and poverty policy. See attachments for detail.

19. Name and location of hotel or other lodging facility:

The Peabody Hotel: 149 Union Ave. Memphis, TN 38103

20. Reason(s) for selecting hotel or other lodging facility:

The hotel is geographically convenient and offers government per diem rates.



PRIVATE SPONSOR TRAVEL CERTIFICATION FORM  
SIGNATURE PAGE FOR ADDITIONAL SPONSOR  
(to be completed by each additional sponsor)

I hereby *certify* that the information contained on pages 1-4 of the certification form and any  
~~accompanying addenda, all submitted in connection with the~~ 2/21/2019 - 2/22/2019 ~~trip~~  
to Memphis, TN Place of Travel is true, complete, and correct. Dates of Travel (Month Day, Year)


Signature of Travel Sponsor: Ellen Alberding 1-16-2019  
Name and Title: Ellen Alberding, President  
Name of Organization: The Joyce Foundation  
Address: 321 North Clark St. Suite #1500 Chicago, IL 60654  
Telephone Number: 312-782-2464  
Fax Number: \_\_\_\_\_  
E-mail Address: swilkins@joycefdn.org

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**PRIVATE SPONSOR TRAVEL CERTIFICATION FORM**  
**SIGNATURE PAGE FOR ADDITIONAL SPONSOR**  
*(to be completed by each additional sponsor)*

I hereby *certify* that the information contained on pages 1-4 of the certification form and any  
~~accompanying addenda, all submitted in connection with the~~ 2/21/2019 - 2/22/2019 trip  
to Memphis, TN is true, complete, and correct.  
*Place of Travel**Dates of Travel (Month Day, Year)*

Signature of Travel Sponsor: 

Name and Title: Danette Howard, Ph.D., Senior Vice President

Name of Organization: Lumina Foundation

Address: 30 S Meridian St. Suite #700 Indianapolis, IN 46204

Telephone Number: 800-834-5756

Fax Number: \_\_\_\_\_

E-mail Address: dhoward@luminafoundation.org

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Jobs for the Future (JFF), Lumina Foundation and The Joyce Foundation work together to select sites and topics of interest around which to base site visits and forums, considering congressional staff interest, the quality of programming, and whether or not these

programs have a relationship to workforce development, education policy and poverty alleviation. The sponsors develop and execute the agenda and arrange logistics for the trip. JFF serves as the point of contact for staff.

**Question #13 Mission of Sponsors:**

JFF's mission is the development of education, training and supportive programs and policies that expand opportunities for low income and disconnected youth and adults to attain the education, training and credentials necessary to find good jobs and family sustaining careers. Lumina Foundation's mission is the commitment to making opportunities for learning beyond high school available to all: envisioning a system that is easy to navigate, delivers fair results, and meets the nation's need for talent through a broad range of credentials. The Joyce Foundation's mission is investing in public policies and strategies to advance racial equity and economic mobility for the next generation. All three sponsors' work is informed by research, analysis, and best practice. JFF's, Lumina Foundation's and The Joyce Foundation's missions align with the purpose of the trip, learning and highlighting programs that expand opportunities for all through education, workforce development and poverty alleviation policy.

**Question #14 History of Sponsor:** The Congressional Staff Network has sponsored site visits and DC based forums for over 10 years. Examples of this work include the following: site visits where senior congressional staff have examined high quality workforce programs and learned from experts and practitioners on the ground, about the impact of federal policy in their fields of responsibility: Charlotte, NC; Bridgeport, CT; Cincinnati, OH; Madison, WI; Philadelphia, PA; Detroit, MI, Wichita, KS, Nashville, TN, Seattle, WA, Eastern KY, Fredericksburg, VA; and a second visit to Detroit, MI. The purpose of these trips (and the Network) is to provide in-depth learning opportunities for staff on workforce, education, and poverty alleviation issues. Last year, Lumina Foundation and The Joyce Foundation were co-sponsors, playing a substantive role in the planning and development of the Congressional Staff Network site visit. Lumina Foundation and The Joyce Foundation co-sponsored a similar trip in August, 2018 to Detroit, MI. Prior to that visit JFF was the sole sponsor.

**Question #15 Other Educational Activities of Sponsor:**

JFF works with partners around the country to design and drive the adoption of education and career pathways leading to college, career readiness and career advancement for those struggling to succeed in today's economy. JFF improves pathways from high school to college to family-sustaining careers through relevant technical assistance, research, publication of reports, and hosting events (including national conferences) and engaging in policy analysis. Lumina Foundation is working with partners to bring greater transparency to all credentials and better serve underrepresented communities through: robust communication - providing daily newsletters to the public which highlight Lumina's recent publications as well as other publications that are relevant to their mission; and funding projects that research and implement (through technical assistance) best practices around education, training and overall skill development throughout the nation. Lumina Foundation's work supports smoother student transitions and creative, flexible pathways for all learners. The Joyce Foundation supports policy research, development and advocacy

– identifying innovative solutions and investing in their success. Through this work, The Joyce Foundation: funds organizations that focus on education and economic mobility, convenes coalitions focused on a specific education or workforce strategy and promotes findings through distribution of materials (i.e. policy briefs or reports).

**Question #16 Good Faith Estimates for Senate Staff Travel and Meal Expenses:**

**Transportation:** Round trip coach class commercial airfare from DCA (DC) → MEM (Memphis) = \$350.00 per person. On the ground transportation, via chartered coach class bus service for two days in Memphis = \$75.00 per person. Total transportation expenses = **\$425.00 per person.**

**Lodging:** Lodging at the Peabody Hotel for one night = **\$121.00 per person.**

**Meals:** Meals for two days of travel = **\$112.00 per person**

**Question #18 Reason for Selecting Location:**

The sponsors selected Memphis, Tennessee for this site visit because of its efforts in developing its workforce and preparing its citizens for employment opportunities in high demand industries. Memphis is rebuilding its economy, hoping to engage more of its hardest to serve populations in the local job market. This visit will highlight Memphis' commitment to innovative K-12, post-secondary and workforce models that promote skill development and poverty alleviation. The visit will shed light on implications for K-12, higher education and workforce development policy, specifically on: career pathway approaches and strategies for supporting today's most vulnerable learners.



## AGENDA

**Thursday, February 21, 2019 - Friday, February 22, 2019**  
**Site Visit to Memphis, Tennessee**

Thursday February 21<sup>st</sup>

8:50 – 10:31 AM      Staff Flights to Memphis TN  
*8:50 AM to 10:31 AM American 4483*

10:45 – 11:15 AM      Transit from Airport to Lunch session  
*Central BBQ Downtown Location*  
*147 E Butler Ave Memphis TN*  
*38103*

11:15 AM              Lunch session  
*Central BBQ Downtown Location*

11:30 – 1:00 PM      An Introduction to Memphis

Luncheon speakers will provide an overview of the Memphis region: the economy; its demographic characteristics; its challenges in addressing poverty and equity issues; its education and workforce development efforts; and opportunities that lie ahead. As part of this session, speakers will discuss strategies and changes underway that are designed to ensure that education and workforce development programs meet the skill needs of the region's high demand industry sectors and are accessible to all individuals in the region. This discussion will also focus on the role that federal resources (e.g., TAACCCT, America's Promise grants) have played in helping local stakeholders to rethink workforce development and postsecondary education efforts for the region. Speakers will also provide an overview of the site visit.

**Speakers:**

**Reid Dulberger**, President, EDGE and the Greater Memphis Alliance for a Competitive Workforce (GMAC)

**Dr. Elena Delavega**, Professor, University of Memphis

**Shante Avant**, Chair, Shelby County School Board and Deputy & Director, Women's Foundation for a Greater Memphis

**Alan Gumbel**, Interim Executive Director, GMAC

1:00 – 1:30 PM      Travel to Smith & Nephew  
*1450 E Brooks Rd, Memphis TN 38116*

1:30 – 3:00 PM      Smith & Nephew – Employer Panel on Regional Investment, Sector Initiatives and Tour of Medical Device Manufacturer

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*149 Union Ave. Memphis, TN 38103*

Staff will hear from regional representatives from Pathways TN, TN Promise, and TN Reconnect on how state initiatives are being implemented in Memphis. This conversation will include information on funding streams and outcomes these programs have seen on a regional and state level from their work.

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**Speakers:**

**Dr. Robin Cole**, Dean of Department of Business & Technology,  
Southwest Tennessee Community College

**Roland Rayner**, President, Tennessee College of Applied  
Technology (TCAT)

**Jerre Maynor**, Director of Student Readiness and Pathways, The  
Broad Center

**Rep. Mark White**, Chair of House Education Committee, TN House  
District 83

**Rep. Karen Camper**, Leader of House Democratic Caucus, TN  
House District 87

8:30 PM                      Programming ends

FRIDAY FEBRUARY 22<sup>ND</sup>

8:00 – 8:30 AM            Check Out of Hotel

8:30 – 9:30 AM            Breakfast Session: A conversation with city and county Mayors  
*The Peabody Hotel*  
*149 Union Ave. Memphis, TN 38103*

**Speakers:**

- **Mayor Lee Harris**, Shelby County
- **Mayor Jim Strickland**, Memphis

The breakfast meeting will focus on how city and county governments work together to solve challenges facing the region, and the roles that education and workforce development play in building the regional economy as well as providing economic opportunities (ensuring equity) for all residents of Memphis and Shelby County. Mayor Harris will provide an update on the status of the Shelby County workforce development system as it transitions to a regional workforce system.

9:30 – 10:15 AM            Hope 6 Neighborhood Tour  
*Clayborn Temple*  
*294 Hernando St. Memphis, TN 38126*

SHELBY COUNTY GOVERNMENT





This session will focus on neighborhood redevelopment, inclusion and equity. Staff will be driven through a local Hope 6 Neighborhood and hear about work the Memphis Housing authority is doing as a result of their Federal Job Plus Grant and their Choice Neighborhood grant.

**Marcia Lewis, Director, Memphis Housing Authority**  
**Paul Young, Director of Housing and Community Development,**  
**City of Memphis**

During this session staff will hear from local non-profits, philanthropic organizations, and the local workforce board (WIN) who are working on varied poverty alleviation efforts including workforce development, adult education, opportunity youth, and reentry programs. Staff will hear about efforts to prepare targeted populations for success in the local labor market and strategies to provide access to high demand opportunities.

**Desi Franklin**, Chair of Board of Directors, Workforce Investment Network (WIN)  
**Julie Sanon**, COO, Agape  
**Rob Brown**, Fellow, The Collective  
**Ron Wade**, Executive Director, Hopeworks  
**Deandre Brown**, Executive Director, Lifeline to Success  
**Alexandria Smith**, Former Opportunity Youth, City of Memphis

**12:00 – 1:30 PM**      **Lunch Session: T-STEM meeting**  
*University of Memphis' FedEx Institute of Technology*  
*365 Innovation Dr. Memphis, TN 38152*

Working lunch where staff will hear from representatives from postsecondary education on how they are preparing students for Memphis' transportation and logistics industry, discussing the satellite campus, a Transportation, Science, Technology, Engineering and Math (TSTEM) Highschool (that focuses on transportation) and efforts to better recruit students into STEM fields. Speakers will discuss how systems are working together to increase student interest, outcomes and persistence in these fields.

**Speakers:**



## CONGRESSIONAL STAFF NETWORK

FOR ECONOMIC ADVANCEMENT

**Dr. Stephanie Ivey**, Fellow and Professor, University of Memphis  
**Danielle Schnonbaum**, Director of Research, Greater Memphis  
Alliance for a Competitive Workforce (GMAC)

1:30 – 2:00

Travel to Southwest Tennessee Community College Health Campus  
*Union Avenue Campus*  
*737 Union Ave. Memphis, TN 38103*

~~2:00 – 3:30~~

~~Preparing Students and Workers for the Healthcare and Biotech  
Industry~~

Staff will see the Southwest Tennessee Community College Biotech  
and Health campus, learning from leaders in these emerging high  
demand sectors about how they are preparing students with skills in  
biotech, healthcare and related entrepreneurship.

**Speakers:**

**Dr. J. Racquel Collins**, Graduate School of Biomedical Sciences, St.  
Jude

**Dr. Tracy Hall**, President, Southeast Tennessee Community  
College

**Beverly Robertson**, Interim President/CEO, Greater Memphis  
Chamber of Commerce

**Leslie Smith**, President & CEO, Epicenter Memphis

3:30 – 4:15 PM

Wrap Up  
*Same location as last panel*

Informal discussion with sponsors and staff about key take-aways  
from the trip – reflecting on what was learned and ways Federal  
policy makers can assist states and localities to improve system  
alignment, programming and outcomes.

4:15 – 5:00 PM

Travel to airport

5:30 PM

Return flight to DC  
*Memphis → DCA 6:19 – 9:20 PM. American 5539*

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FOR ECONOMIC ADVANCEMENT

Good\_morning\_Brittany,

We are writing to invite your participation in an upcoming site visit for Jobs for the Future's (JFF), Lumina Foundation's and the Joyce Foundation's Congressional Staff Network on Economic Advancement. This visit will take place in Memphis, Tennessee from Thursday, February 21<sup>st</sup> – Friday, February 22<sup>nd</sup>, 2019. Participants will fly from DC to Memphis on the morning of February 21<sup>st</sup>, participate in meetings and site visits throughout the two days, and then fly back to DC in the late afternoon of February 22<sup>nd</sup>.

In Memphis, staff will learn about how the region is reinventing its workforce and postsecondary education systems to address the needs of its high demand industry sectors. We will hear about how Memphis is creating pathway opportunities, starting in high school, in these high demand fields of study. We will also learn about how the region is addressing reintegration and poverty alleviation through pathways approaches in SNAP, WIOA Youth and other programs – to ensure equal opportunities for disadvantaged populations.

Memphis provides a very interesting example for staff to see about how federal funding has been used to rethink and reform a region's education and workforce development efforts -- to ensure they are responsive to the skill needs of leading employers. Staff will hear from the Greater Memphis Alliance for a Competitive Workforce (GMAC), a workforce intermediary, about its work to deepen stakeholder connections and build strong college and career pathways with help from federal TAACCCT and America Promise grants. We will hear from leading employers, in transportation/logistics, medical device manufacturing, and healthcare about how they have engaged the community to ensure that education and training efforts in the region are meeting their changing needs. We will talk with education and workforce system providers about the changes they are making to ensure the relevance of training efforts. And we will hear from state initiatives including TN Promise, Pathways Tennessee and Tennessee Reconnect to learn how they are working in Memphis and Shelby County.

In the next week, we will send more information regarding the trip, including a final agenda and the necessary Ethics documentation. We hope you can join us!

Mary Clagett

Mary Clagett, Senior Director of Workforce Policy, JFF  
January 14, 2019

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## MEMPHIS PARTICIPANT LIST

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